

---

## **Minutes Merit System Board February 6, 2008**

---

**Minutes of the Merit System Board meeting held on February 6, 2008, at 2:30 p.m., in the TLC Training Room at 20 E. Sixth Street, Tempe, Arizona.**

**Board Members Present:**

James P. Foley, Chairman  
Wayne E. Hochstrasser  
Dr. Russell Schoeneman

**City Staff Present:**

Jon O'Connor, Secretary to the Merit System Board  
& Interim Human Resources Manager  
M. Colleen Pacheco, Staff to the Merit System Board  
& Human Resources Technician II  
Andrew Ching, City Attorney

- 1. Chairman Foley called the meeting to order at 2:36 p.m.**

**Agenda Item 1 – Motion to Adjourn to Executive Session, if necessary, pursuant to A.R.S. §38-431.03(A) (1) and 38-431.03 (A) (3)**

Motion was not made.

**Agenda Item 2 – Approve Revisions to “Personnel Rules and Regulations” concerning an addition to Section 404**

Resolution No. 2008.16 was distributed to members of the Merit System Board for their review, comment and approval. Jon O'Connor introduced Andrew Ching, the City Attorney, and explained that the revision the Board would be discussing today came from his office, and Mr. Ching would give the members some background information as to how this came about. Mr. Ching explained to the Board that currently, the

that they generally use. Board member Foley then asked about the verbiage of the current agreement- he questioned the use of the pronoun "His" when referring to the City Manager, stating that in the future, there may be a female City manager, and is this language inclusive? Mr. Ching said that yes, the masculine pronoun is meant to describe the office rather than the individual occupying that position. Mr. O'Connor pointed out that in the Rules and Regulations, it is standard language to say "his or her" instead of solely using the masculine pronoun. Mr. Ching said that it would be fine to change the verbiage to "his or her" to keep continuity of language.

**CONSENSUS** – Chairman James Foley requested a motion to approve Resolution No. 2008.16 with the verbiage changes of editing "The City Manager may, in his sole discretion" to "The City Manager may, in his or her sole discretion", by the Merit System Board. Board member Wayne Hochstrasser so moved. Dr. Russell Schoeneman seconded the motion and the motion carried.

Jon O'Connor thanked members of the Board for their time and attention. The revisions will now go before the Mayor and City Council for approval at their February 21, 2008, meeting. Mr. Schoeneman then called for a motion to adjourn this meeting, Chairman Foley Seconded the motion, and the meeting was then adjourned at 2:52p.m.

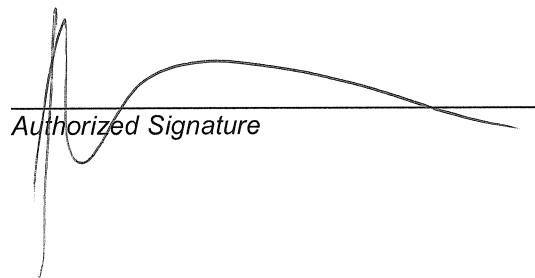
## **2. Meeting adjourned at 2:52 p.m.**

Prepared by:

M. Colleen Pacheco, Human Resources Technician II,  
and Staff to the Merit System Board

Reviewed by:

Jon O'Connor, Interim Human Resources Manager,  
and Secretary to the Merit System Board



Authorized Signature